



Chuck &amp; Catalina Johnson

## Chuck Johnson

Vice President

# Turning 2016 into a Success Story

**Each quarter, I try to prepare a message for the newsletter that offers encouragement, motivation, and hope for each of us and our future.** It is my nature to be an optimist, to look on the bright side and always do my best to be positive about things around me.

As you can imagine, it is difficult this quarter to have that optimistic outlook, as so many of our friends and family have lost their jobs, or like all of us had their incomes reduced as companies work to remain viable. I think about this each day. I wonder about their lives and pray for them and their families, as I do each of ours, that they will be happy and healthy, and that they will have all that they stand in need of, during this slowdown.

**My thoughts and sympathies remain with those that have been so affected.** But, as I think about our company and what lies ahead, my heart and soul is reminded of

something that I visit with our leadership team about on a regular basis. "We are not controlled by our circumstances"! We are in control of our actions and attitudes. We choose to greet each challenge as an opportunity and a learning experience. We will make the most of our circumstances and control our own destiny.

**While the Oil and Gas industry may be stagnate for the remainder of 2016, as an organization, we will not.** Every day we are working on our diversification plan. We are growing our presence in new markets and geographic regions. We are bidding work every day, with what historically would have been considered "non-traditional" customers for us.

**As we are finding success in these efforts, this means new opportunities for both us as a company, as well as each of you individually.** We will need folks who are willing to learn how to provide the best level of service to these new customers and markets. Who will continue to bring the same level of dedication and performance to these new market segments that we have always provided to our O&G business.

**While the last two quarters have been difficult, the future holds great promise.** I am excited about the future of Brady Trucking. I am excited about new opportunities. I look forward to proving ourselves to these new customers and earning the same level of trust and respect from them that we have always enjoyed in O&G.

**I am moving forward with optimism and excitement in our future. I am grateful for the blessings that I have in my life.** I acknowledge that none of this is of my own doing. That only through continued blessings and the support of those around me, will I be successful. But, I also affirm that with and by those blessings and support, there is nothing that can stand in my way.

I hope that you choose to move forward with us, and turn 2016 into one of the greatest success stories of all time.

Sincerely,



Chuck Johnson

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# 1st Quarter 2016 - How Are We Doing?



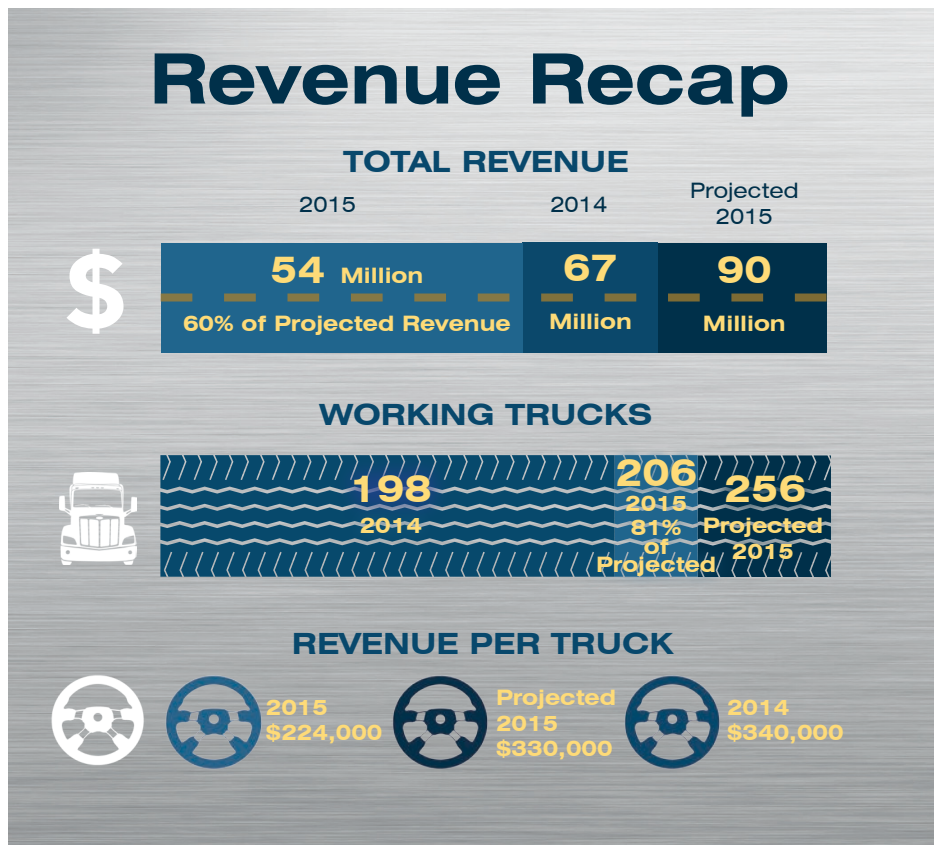
**Scott Ruppe**

Chief Financial Officer

***In the finance department we have just completed our 2016***

annual audit and for the 4th year in a row there are no suggested audit adjustments. This is made possible by the diligence and accuracy of our administrative staff. They are praised each year by those who review our financial statements and I want to acknowledge their efforts. As the price of oil continued to fall during 2015 several changes and adjustments were made in our operations which in turn required that we change our methods of tracking and accounting for those changes. Our customers also continue to change, modify and modernize their systems which in turn requires that we do the same. We are always one of the first to make and test the changes and our customers appreciate our efforts in helping them implement their systems.

***In October of 2014***, the financial models we use were projecting over \$90 Million in Revenue for 2015 with 256 trucks working by the end of the year and an annual 2015 per truck revenue of over \$330 Thousand. Almost entirely due to the downturn in oil prices and the resulting decrease in rates and utilization of our trucks, 2015 finished

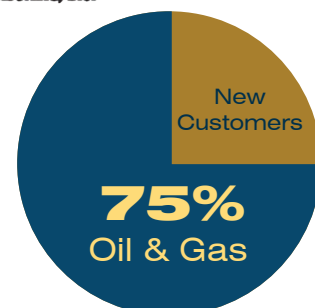


with \$54 Million in revenue with 206 trucks at the end of the year and average revenue per truck for the year of \$224 Thousand. That equates to 81% of the trucks, 60% of the total revenue and 68% of the revenue per truck that was projected just a little over 1 year ago. For Comparison purposes, we finished 2014 with \$67 Million in revenue, an ending truck count of 198 and an average revenue per truck for the year of over \$340 thousand.

***With all of the challenges we faced in 2015 we were still able to post a respectable net income*** and have positioned and continue to position ourselves for when things turn around in the future. We are aggressively looking for ways

to diversify but we are still very much dependent on the oil and gas sector for the majority of our work. Oil and gas represents about 75% of our revenue but there are several new customers and percent of revenue they represent continues to grow.

**Brady** TRUCKING, INC. **Revenue**



# Sowing Seeds For Future Harvest

***It has been a year ago now that I found out the company I was working for was in bad shape financially.*** Although I suspected that there was a problem, to hear it verbally was enough to shake me to the core. I had been working for the same company now for over 16 years and I didn't know the first thing about going out and marketing myself in the workplace. During the next 6 months I had the opportunity to evaluate, study and discuss my situation with colleagues in the industry. In short, I had to start planting seeds if I wanted to be employed in the volatile industry in which we work. The process was discouraging and I remember feeling rejected, as I was told "no" to many of the jobs that I applied for. At times I thought the seeds that I had planted would never grow. The seeds did in fact grow and it was amazing to see the possibilities of "harvest". My story leads us to the point where I took the job with Brady Trucking. I have been grateful for the opportunity to hire on at Brady and getting to know the amazing people that work here.

***As I take on my new role of business development, I am reminded of the importance***

***We work for a company that has been smart fiscally and that has a great desire to build the human aspect of the business.***

***of planting seeds.*** Oftentimes we focus too hard on the immediate problems and what we are doing today, losing sight of what could be if we were also planting. Just as the farmer plants seeds in the spring with faith that he will have a plentiful fall harvest, each of us need to plant seeds for the future. The metaphor of planting seeds can mean many things in each of our lives. The seeds may represent goals, personal development, relationships, or in my case planting the Brady seed in the trucking industry. To be successful in our endeavor to grow the business and provide more stability within the company, it will take the collective efforts of all our employees. Imagine the difference it would make if everyone employed by Brady was actively engaged in promoting the company. All of the seeds planted by our employees would create a harvest that would be wonderfully challenging to handle. We work for a company that has been smart fiscally and that has a great desire to build the human aspect of the business. In summary, by planting the seeds of promoting Brady, we will share in the harvest that will naturally come.



**Dan Harrison**  
Business Development

## GOT SNOW PHOTOS?



We need your snow photos! Send to [bradyinfo@bradytruckinginc.com](mailto:bradyinfo@bradytruckinginc.com)



**Jennifer Brady**

*After Larry figured out what she was doing, and for years afterward he would ask her, "Is that what is really in the account or is that what you are telling me is in the account?"*

## Back In The Day - Part 7

**Larry and Jennifer began their newlywed lives in Wells, Nevada, but not for long.** They decided that Jennifer should finish her schooling. With Salt Lake City being a good transportation hub, it would be a good place for the couple to move that would also give Jennifer the opportunity to complete her education. They moved to Midvale, Utah, a suburb of Salt Lake, in a nice little apartment that had beautiful grounds with ponds filled with ducks. It had easy access to the freeways and parking for Larry's truck. It became their home for the next few years, and the place for friends and family to come visit.

**During those years, the couple enjoyed the time they had together.** Sometimes Jennifer would hop on the truck with Larry and spend a week or two trucking with Larry. Jennifer was introduced to the L.W. Crew. This small knit group of truckers had formed friendship bonds, many of which last until this day. It was a fun group of which to be included. You wouldn't see each other for weeks or even months at a time, but then would get a haul going to the same place or in the same direction and it was like a family reunion. Many great memories were made here.

**Living in Midvale and working for L.W. Miller** was a wonderful way for Larry and Jennifer to begin their new life together. This time gave the couple an opportunity to make and live by financial and family rules that started them on a path that would eventually bring them to owning what Brady Trucking is today. After listening to a good friend give a piece of advice, Larry and Jennifer decided that one rule to live by was the law of tithing. Another rule the couple decided to live by was to limit their debt. For purchases other than business, vehicle, and home; they would not use credit to buy unless both agreed it was a necessity and not a want, and the debt would need to be paid off within a 3 month time limit. If it was determined that the purchase was a want, it was cash only. The only purchase they determined was worth the 3 month credit rule was a washer and dryer, and then they only purchased it when they found an interest free loan through Sears. Interest was to be earned, not spent. A third rule was to always have a cushion of cash available. Jennifer was in charge of paying bills and balancing the checkbook. When Larry asked what the account balance was she would automatically deduct their cushion out of the amount and tell Larry the lesser amount. She did this for two reasons; one, to have that cushion, and two, to avoid bank charges and earn interest in their account. After Larry figured out what she was doing, and for years afterward he would ask her, "Is that what is really in the account or is that what you are telling me is in the account?" Living by these rules, prepared and strengthened them financially.



### DENTAL INSURANCE

Brady pays a portion of your dental insurance premium valued up to

**\$1088**

each year!

**It's How We Deliver!**



# Driver Benefits

	<i>Benefit</i>	<i>Brady Contribution</i>	<i>Total</i>
<b>1</b>	Health Insurance - HSA	Up to 761.24/month	\$9,134.84
<b>2</b>	HSA Matching Contribution	Up to \$90/month	\$1080.00
<b>3</b>	Vision Insurance	Up to \$8.58/month	\$102.96
<b>4</b>	HRA - Health Insurance Reimbursement	Up to \$4500/year	\$4,500.00
<b>5</b>	Dental Insurance	Up to \$78.75/month	\$908.96
<b>6</b>	Teladoc	Cost of 2 Office Visits	\$200.00
<b>7</b>	Guaranteed Issue Life Insurance Available	100%	Brady Pays It All
<b>8</b>	Phone Stipend	\$30/month	\$360.00
<b>9</b>	Specialized Training - 4 days	\$100/day	\$400.00
<b>10</b>	Driver's Lounge	100%	Brady Pays It All
<b>11</b>	Showers/Laundry for Drivers	100%	Brady Pays It All
<b>12</b>	Pre-Employment Testing	100%	\$425.00
<b>15</b>	Spouse Package	100%	\$35.00
<b>16</b>	FR Coveralls	100%	\$170.00
<b>17</b>	Hardhat, Gloves, etc.	100%	\$30.00
<b>18</b>	Motel During Training	3 days @ \$50	\$150.00
<b>19</b>	Eye & Ear Protection / Respirator	100%	\$75.00
<b>20</b>	Rotational Schedule Available	100%	Invaluable
<b>21</b>	Field Supervisors on Location	100%	Invaluable
<b>22</b>	Transfer Opportunities to Other Divisions	100%	Invaluable
<b>23</b>	401K Safe Harbor Plan	4% match on 5% EE contribution	\$2,600.00
<b>24</b>	Blue Hat Additional Pay	.50 of Total Truck Revenue	\$1,500.00
<b>25</b>	DOT Renewal	100%	\$100.00
<b>26</b>	Hazmat Renewal	100%	\$100.00
<b>27</b>	Company Perks, Gifts, Parties, and BBQs	Company Spent Over \$40,000	Brady Pays It All
<b>28</b>	Longevity Pay	2% of Total Truck Revenue	\$6,000.00
<b>TOTAL</b>			<b>\$27,871.76</b>

***It's How We Deliver!***

# CELEBRATING THE BRADY TEAM

## FOR YOUR YEARS OF SERVICE

1+

Armitage, Amy L  
Billings, Ian  
Bourdeau, Maurice E  
Bramlett, Chance R  
Brooks, Derek A  
Brunner, David W  
Chamberlin, Erin M  
Collier, Jacob E  
Conn, Perry L  
Cox, Brad  
Deal, Michael H  
Dennis, Steven  
Freeze, Clay F.  
Fuengerlings, Ursula  
Hassa, John C  
Ilyua, Lennie H  
Kelley, Jessica R  
Kirk, Raymond  
Knudsen, Theodore H  
Kremin, William J  
Lee, Jessica L  
Manwill, James T  
McCarrel, Rod A  
Neal, Christian C  
Oisten, Eugene S  
Pilant, Richard W  
Pinson, Marcus L

Rivas, Mike P  
Rodgers, Jeffery  
Stadt, Tim C  
Sweet, Marcus J  
Tillman, Todd D  
Wauneka, Spencer  
Yost, Samuel A

Sterrett, Terry J  
Striplin, Lindell E  
Stubbs, Jada M  
White, Elwyn bud F  
Woods, Edward Todd

Shane, Jeffrey A.  
Southam, Clayton R.  
Stoner, Stephen E.  
Thompson, Jerald Y.  
Torres, Michael A.  
White, Jennifer L.  
White, Lepriel M.  
Young, Troy

2+

Abel, Ginger S  
Campion, Kelly R.  
Cargile, Jerry E  
Cole, Bennett E  
Cole, Lori S  
Ellsworth, Jason E  
Fairhurst, Kassie Kay  
Hall, Craig W  
Howard, Raymond L  
Kettle, Bruce J  
King, Joel R  
Lovins, Rex  
Mayes, Obern J  
Pate, Jacque A  
Rayburn, Wyattte W  
Rendon, Jr., Samuel G  
Rhodes, Donald D  
Roberts, Jason M  
Robinson, Brian J  
Smith, Lianne E  
Spafford, Tony W  
Stearns, Stacy W

3+

Jennings, Keith A.  
Jensen, Keith B  
Madison, Frederick D.  
Mayes, Michael W.  
Mecham, Ronald Sean  
Ruppe, Scott O  
Toevs, Jonathon L.

4+

Bergman, Bradley A  
Bulloch, Ryan K  
Dedman, John E.  
Fouts, Dwain A.  
Gornichec, Shaun  
Johnson, William C.  
Lauer, Jon A.  
Nichols, Mark D.  
Pasqualetto, Dean A.  
Pitchford, Lorri  
Sanderson, Chad S.

5+

Allen, Ralph O.  
Baltrum, Paul A.  
Brady, Dee L.  
Clark, Shev A  
Domgaard, David N.  
Domgaard, Terry N.  
Houghton, Brandie J.  
Jacobsen, Kristine M.  
Johnson, Bradley N.  
Johnson, Charles  
Kidd, William Guy  
Olson, Michael E.  
Patton, George A.  
Rendon, Samuel G.  
Southam, Clifton J.  
Wardell, Roger L.  
Woodmancy, Russell

# Employee Benefits- Are You Getting Yours?



**Jada Stubbs**  
Human Resources

We have just finished up open enrollment with our Health, Dental, Vision, and Life Insurance benefits. We are also completing a change over to a new 401K provider. Each year as we do this employees discover coverage they did not remember having or areas of no coverage when they thought they had coverage. Additionally each year employees look at what they are having withheld for their HSA(Health Savings Account), W-4 for taxes, and 401K deduction. **Each year we have a few employees that are surprised, taken back, or**

**amazed at what is going on with their Employee Benefits.** Yet payday after payday has gone by where each employee could easily see what is going on with a little study of ones paystub. It is your responsibility to know your benefits. Take a moment and study your paystub. Be sure you are getting what you want. **If you do not understand something, give us a call in HR. We are committed to your best interest. 435-781-1569 ext 1023 Jada or ext 1004 Bill.**

JOE DRIVER - PAY STUB		
Federal Income Tax	-00.00	000.00
Social Security Tax	-000.00	000.00
Medicare Tax	-00.00	000.00
UT State Income Tax	-00.00	000.00
<b>Other</b>		
Dental Ee Child	-10.43*	00.00
Hsa Ee Cont	-35.00*	000.00
Medical Ee	-50.19*	000.00
Suppl Life	-9.36	00.00
Vision Ee Child	-1.06*	0.00
<b>Adjustment</b>		
Hsa Offset	+53.46	
<b>Net Pay</b>	<b>\$0,000.00</b>	
Checking 1	-0,000.00	
Hsa Chk	-53.46	
Savings 1	-00.00	
<b>Net Check</b>	<b>\$0.00</b>	

Total for year

Family Dental Insurance  
HSA Employee Contribution  
Medical Insurance  
Life Insurance  
Family Vision Insurance

Combined Brady & Employee HSA Contribution

Total paid into the HSA provider

Your federal taxable wages this period are \$0,000.00		
Other Benefits and Information		
	this period	total to date
Hsa Er Ee Only	18.46	73.84
Max Elig/Comp	0,000.00	0,000.00
Pto Balance Hrs		00.00

Brady's Contribution

BRADY REPORT CARD		
OUT OF SERVICE RATES		
Brady%	VEHICLE	NATIONAL AVERAGE %
7.1 %		20.7 %
2.7 %	DRIVER	5.5 %
4.2 %	HAZMAT	4.5 %

## VISION INSURANCE

Brady pays a portion of your vision insurance premium valued up to

# \$135

each year!

**It's How We Deliver!**



**Bill Kremin**  
Safety & HR

**Avoiding following too closely is important during the whole year, but magnified during adverse weather conditions** commonly seen during the winter. Following too closely may be defined as, "situations in which one vehicle is following another vehicle so closely that even if the following driver is attentive to the actions of the vehicle ahead he/she could not avoid a collision in the circumstance when the driver in front brakes suddenly." In addition to providing enough stopping time, proper following

## CMV Driving Tips Following Too Closely

distance allows for more time to make good, well-planned decisions and affords other drivers the opportunity to scan the sides, look far enough ahead, and view the vehicle immediately in front. The Large Truck Crash Causation Study (LTCCS) reported that 5 percent of truck crashes occurred when the Commercial Motor Vehicle (CMV) driver was following the lead vehicle too closely.

### Maintain a Safe Following Distance

Large trucks need additional space between vehicles to allow for safe braking and unexpected actions. In crashes, large trucks most often hit the vehicle in front of them.

this results in 4 seconds between you and the leading vehicle. For speeds over 40 mph, you should leave one additional second.

### Double Your Following Distance in Adverse Conditions

Adjust your following distance to appropriately match weather conditions, road conditions, visibility, and traffic. In emergency conditions, maintaining a safe

distance from the vehicle in front of you will allow you to stop safely and/or to take necessary evasive action.

### Did You Know?

The average stopping distance for a loaded tractor-trailer traveling at 55 mph (in ideal conditions) is 196 feet, compared with



### Did You Know?

If you are driving below 40 mph, you should leave at least one second for every 10 feet of vehicle length. For a typical tractor-trailer,

133 feet for a passenger vehicle.

### Did You Know?

Braking distance can be greatly affected by road surfaces, weather conditions such as rain, ice, and snow, or debris.



### INSURANCE REIMBURSEMENT

Brady reimburses **HALF** of your health insurance deductible. That's a value of up to

**\$4500**  
a year!

**It's How We Deliver!**

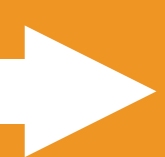
**FIND  
US!**



@BradyTrucking



Brady Trucking Inc



## RBI Wants You to Benefit From Your Benefits!



Brady Trucking has a strong tradition of providing the best employee benefit package in the industry.

RBI has two tips for you this Quarter. One is kind of interesting and one has to do with the IRS and "Obamacare" (which can be confusing).

### ***TIP 1 – Get set before you get sick!***

The company pays for you to have a benefit called Teladoc. This benefit gives you 24/7/365 access to a real doctor by calling 800-862-2667. The doctor can prescribe by phone. Don't wait until you are sick to register and activate the benefit. It will save you time and frustration if you take a few minutes and call to set up yourself and

your dependents today! Plan on 10 minutes per person that you register and activate.

### ***TIP 2 – You don't need to have the new IRS 1095 Form to file your income tax return.***

You may be thinking....I don't even know what this means! Well, this is brand new and brought to you by the Affordable Care Act (aka "Obamacare"). It is a form issued to you by your employer showing what months you were covered by health insurance in 2015. Of course, it is meant to keep us in line with the law. If we don't have health coverage, we could be subject to penalty fines on our tax returns. Anyway, the IRS is going to be lenient this year, so don't let it stop your tax filing if you don't have the form!

***We are your benefits office, so call us at 877-355-8074 here at RBI Benefits. We will be happy to help!***

## DOT Inspection Contest Winners!



**Congratulations**

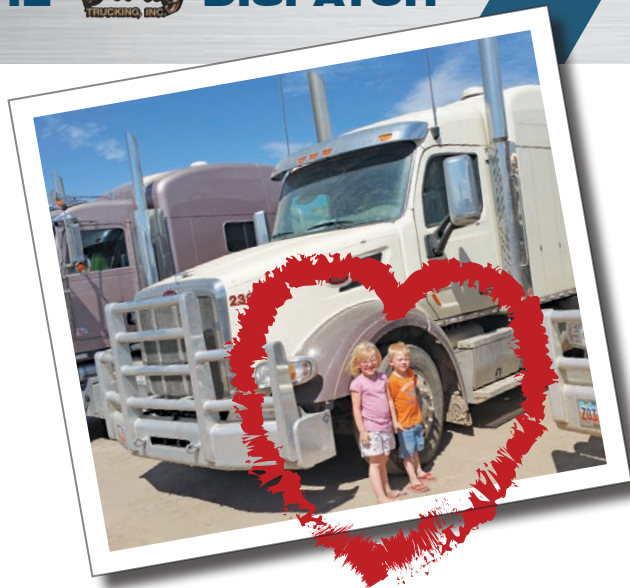
**ROD MCCARREL**

**and**

**RALPH ALLEN**

**for winning the 2015 DOT Roadside Inspection contest by earning the most clean inspections for the year.**

**GREAT WORK! YOU  
EARNED \$100.00 EACH**



## Brady Birthday Giveaway

Brady's trailers are shiny,  
And trucks are new,  
But who we value most  
is you!

The loved ones who support you, support us. We want to say thank you and express our appreciation to your behind-the-scenes heroes. Let us help you celebrate your loved ones. Just fill out the form below! One lucky family member per month will receive a birthday gift card up to \$100 from your Brady Trucking Family.

**EMPLOYEE NAME** \_\_\_\_\_

Spouse-S/O \_\_\_\_\_ Email \_\_\_\_\_ Birthday \_\_\_\_\_

Child (Boy/Girl) \_\_\_\_\_ Birthday \_\_\_\_\_

Child (Boy/Girl) \_\_\_\_\_ Birthday \_\_\_\_\_

Child (Boy/Girl) \_\_\_\_\_ Birthday \_\_\_\_\_

Child (Boy/Girl) \_\_\_\_\_ Birthday \_\_\_\_\_

Child (Boy/Girl) \_\_\_\_\_ Birthday \_\_\_\_\_

Child (Boy/Girl) \_\_\_\_\_ Birthday \_\_\_\_\_

## CONTACT US



**CORPORATE OFFICE 435-781-1569**

SAM RENDON - GENERAL OPERATIONS MANAGER	X1021
BILL KREMIN - DIRECTOR OF HR/SAFETY	X1004
TONY SPAFFORD - LOGISTICS MANAGER	X1014
JASON CROWELL - RECRUITING & RETENTION MANAGER	X1114

### WEBSITE

[www.bradytruckinginc.com](http://www.bradytruckinginc.com)

Employee Section

Employee login = employees first initial last name Joe Driver = jdriver

Password = brady and last 4 of social security number 123-45-6789 = brady6789

### INSURANCE QUESTIONS

RBI Benefits Office Leslie Reed 1-877-335-8074

rbibenefits.com Client login Password is "brady"

